

Long Title:	International Human Resource Management
Module Code:	H8IHR
Credits:	5
NFQ Level:	LEVEL 8
Field of Study:	Management and administration
Module Delivered in	2 programme(s)
Module Coordinator:	
Module editor:	Administrator Account
Teaching and Learning Strategy:	The learning strategy involves the use of lectures, tutorials, case studies and class discussions as appropriate. Students will also have access to web based support. A student centred learning approach is fostered at the NCI and both practical and electronic resources are designed to support the needs of students. Opportunities in tutorials and lectures for student participation are provided within the framework of the teaching methodology. Lectures provide a framework and introduction to each topic. Each topic is further developed in specific recommended readings which are essential for learning and effective performance in the assessments.
Learning Environment:	Learning will take place in a classroom environment with lecturer access to IT resources. Students will have access to legal databases such as Westlaw and Justis and will be required to read and apply decisions available from www.workplacelrelations.ie to practical problems. The module materials will be available electronically.
Module Description:	The aims of this module are to: To review international trends towards globalisation and international business To distinguish a range of global organisational structures used by MNEs To evaluate the key HR functions within multinational enterprises To comprehend and analyse the role and responsibilities of HR professionals operating within an international context To describe how EU directives impact on IHRM To assess the challenges facing HRM in the MNE
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
LO1	LO 1. Recognise and explain factors contributing to the development of globalisation
LO2	LO 2. Investigate the significance of globalisation to international business and HRM
LO3	LO 3. Identify and discuss the various organisational structures and approaches adopted by MNEs.
LO4	LO 4. Recognise sources of international laws and analyse their impact on IHRM
LO5	LO 5. Identify and explain the challenges and choices confronting IHR managers in staffing international assignments
LO6	LO 6. Review and evaluate the challenges of MNEs in training and developing expatriates, teams and global leaders
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is required before enrolment on this module. While the prior learning is expressed as named NCI module(s) it also allows for learning (in another module or modules) which is equivalent to the learning specified in the named module(s).</i>	
No recommendations listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed. You may not enrol on this module if you have not acquired the learning specified in this section.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content

Globalisation

The drivers of globalisation The extent of international business Globalisation of HRM - its extent and importance to business The role of HRM in sustaining international business activity

Structure and Strategy

Organisational structures of global firms HR implications of cross border alliances and acquisitions Choices for entry into international business Role of culture in strategic choice

Global Employment Law

Institutional context of international business The legal regulatory context of the MNE EU Directives and their impact in IHRM

Staffing International Operations

Global talent management Staffing choices – geocentric polycentric, regiocentric, ethnocentric Function and roles of expatriates Reasons for international assignments Expatriate failure Selection criteria in IHRM

International Training and Development

Training expatriates Global organisational learning and T & D Cross cultural issues in T & D The global mindset Developing global leaders Developing international teams through international assignments

MNE Performance Management

Constraints affecting goal attainment of foreign subsidiaries Managing individual expatriate performance The role of culture in the design and implementation of international performance management systems Standardisation versus localisation of international performance management systems

Global HR Challenges

Crisis management Health and Safety of business travellers (AIDS, Kidnapping, terrorism) Global HR support services

Teaching methodology

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Assessment Breakdown

	%
Coursework	40.00%
End of Module Assessment	60.00%

Full Time

Coursework

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Assignment	Project		40.00	n/a

End of Module Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Terminal Exam	End-of-Semester Final Examination	1,2,3,4,5,6	60.00	End-of-Semester

No Workplace Assessment

NCIRL reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	No Description	2	Every Week	2.00
Tutorial	No Description	1	Every Week	1.00
Independent Learning	No Description	7.5	Every Week	7.50
Total Hours				10.50
Total Weekly Learner Workload				10.50
Total Weekly Contact Hours				3.00

Workload: Part Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	No Description	2	Every Week	2.00
Total Hours				2.00
Total Weekly Learner Workload				2.00
Total Weekly Contact Hours				2.00

Module Resources

Recommended Book Resources

Dowling, P.J., Festing, M. & Engle, A.D., International Human Resource Management, South Western, Cengage Learning, 2008, *na*

Supplementary Book Resources

Brewster, C., Sparrow, P. & Vernon, G., International Human Resource Management, 2nd edition, CIPD, 2006., *na*

Briscoe, D.R., Schuler, R.S. & Claus, L., International Human Resource Management: Policies and Practices for Multinational enterprises, 3rd edition, Routledge, 2009, *na*

Edwards, T., Rees, C., 2007, International Human Resource Management : Globalisation, National Systems and Multinational Companies, FT Prentice Hall., *na*

Lucas, R., Lupton, B. & Mathieson, H., Human Resource Management in an International Context, CIPD, 2006., *na*

Scullion, H., Linehan, M., 2005, International Human Resource Management : A Critical Text , Palgrave McMillan., *na*

Wil-Harzing, A., Van Ruyseveldt, J., 2008, International Human Resource Management (eds.) 2nd edition, Sage Publications Ltd, *na*

This module does not have any article/paper resources

Other Resources

Journals:: *International Labour Review*, Wiley Blackwell

Journals:: *European Journal of Work and Organisational Psychology*, Psychology Press

Journals:: *International Journal of HRM*, Routledge Taylor & Francis Group

Journals:: *Irish Journal of Management*, Blackhall Publishing

Journals:: *People Management*, Chartered Institute of Personnel and Development (CIPD)

Module Delivered in

Programme Code	Programme	Semester	Delivery
BAHHRD	BA (Honours) in Human Resource Management	6	Optional
BAHPSYCH	Bachelor of Arts (Hons) Psychology	6	Group Elective 1B